

HIGHLIGHTS OF CHANGES AND IMPLEMENTATION INFORMATION

(May 16, 2023)

AAUP-AFT COLLECTIVE NEGOTIATIONS AGREEMENT¹ – JULY 1, 2022 TO JUNE 30, 2026

1. Article 8 – Salary Provisions

- Information on the annual salary increases for eligible AAUP-AFT faculty, teaching assistants (“TAs”) and graduate assistants (“GAs”) can be found at:
<https://laborrelations.rutgers.edu/sites/default/files/document/Click%20here%20for%20details%20of%20the%20Tentative%20Agreement.pdf>
- The new AAUP-AFT minimum salaries for all ranks, excluding Legacy BHSNJ faculty, can be found at:
<https://laborrelations.rutgers.edu/sites/default/files/document/New%20Minimum%20Salaries%20AAUP-AFT.5-12-2023.pdf>
- **Implementation: The University is currently working on implementation of salary increases retroactive to July 1, 2022 for eligible faculty members, TAs and GAs.**

2. Article 12 –TAs/GAs

TEACHING ASSISTANT APPOINTMENTS FOR FT PHD STUDENTS

- Full-time PhD students who are paid a salary by Rutgers University to teach courses in a Rutgers University academic program during an academic year and prior to the completion of the fifth year of the doctoral program shall be appointed only as TAs for such assignments.
- Admission to candidacy status is no longer a consideration in appointing a TA.
- **Implementation: Schools, units and departments may share this information with their GPDs, chairs, associate deans, administrators and others involved in the TA and GA appointment process.**

GRADUATE FELLOWS

- Graduate students, including those funded through fellowships, who are performing the duties of a TA or GA shall be classified as a TA or GA through the academic appointment process.
- If there is a dispute as to whether a fellow is performing the duties of a TA or a GA, the graduate student or the AAUP-AFT may request a review by the Provost’s Office, as to whether the graduate student should be reclassified as a TA or GA.
- **Implementation: Additional information is forthcoming. In the interim, please contact OULR (oulr@oulr.rutgers.edu) if you receive any requests for review from graduate students.**

¹ This document does not include changes applicable to Legacy AAUP-BHSNJ faculty who are now part of the AAUP-AFT unit.

TA/GA WORKLOAD

- In reviewing the claim of a TA or GA who reasonably believes that their specifically assigned duties routinely require hours that will cumulatively exceed the hours of effort required by the appointment percentage over its full term, the department chair, unit head or graduate director may:
 - reject the claim, or
 - direct either (1) an adjustment in specifically assigned duties or, (2) pending availability and approval of funding, an adjustment in the appointment, which may include an adjustment in compensation based on the annual salary of the TA or GA.
- **Implementation: A school, unit or department requiring assistance with this review may contact OULR (oulr@oulr.rutgers.edu).**

UNIVERSITY CLOSURES

- TAs and GAs should not be required to perform work during the University's closures, including, between Christmas Day/Christmas Day observed and New Year's Day/New Year's Day, and Thanksgiving Day and the day after, unless emergent circumstances require the assignment of work during those periods.

FALL 2024 PHD STUDENTS (SEPARATE MOA WITH THE AAUP-AFT, NOT PART OF THE NEW CONTRACT)

- **Beginning with Fall 2024** students entering their PhD graduate program that semester, at the conclusion of a full-time PhD student's one-year term of appointment as a TA or a GA, or following the conclusion of such student's one-year fellowship, the University shall offer the full-time PhD student support through the completion of the fifth year of the student's doctoral program provided the student is making adequate academic progress in their program through TAships, GAships or University-sponsored fellowships.
- **Implementation: Additional information on implementation is forthcoming.**

3. Article 22 – Conditions of Employment

VACATION TIME FOR CALENDAR YEAR FACULTY

- The annual allotment of 22 vacation days for full-time calendar year faculty shall be credited to the faculty member at the beginning of each fiscal year.
- For unit members with calendar year appointments with an FTE of less than 1.0, the following conversion formula determines vacation days for calendar year faculty members who are employed at less than full time, or whose appointment, or appointment balance, is for less than a full year: $\text{Vacation days} = \text{percentage of FTE appointment} \times \text{portion of year employed} \times 22 \text{ days}$ (e.g., $0.8 \text{ FTE} \times 1 \text{ year} \times 22 \text{ days} = 17.6 \text{ vacation days}$ or $0.8 \text{ FTE} \times .83 \text{ year} \times 22 \text{ days} = 14.6 \text{ vacation days}$).
- If a faculty member separates from the University prior to the end of the fiscal year, the faculty member shall reimburse the University for vacation days used that exceed the product of the faculty member's FTE appointment multiplied by the portion of the year the faculty member was employed during the fiscal year multiplied by 22 days, including, but not limited to, reimbursement through deductions from the faculty member's final paycheck.

- Full time calendar year Library faculty may carry over up to one month (22 days) of vacation days (prorated for faculty with an FTE less than 1.0 per the conversion formula above) into the next succeeding fiscal year in accordance with the requirements of Article 22, Section I.C.
- **Implementation: Schools, units and departments may share this information with their administrators and others involved with tracking vacation time of faculty members.**

4. Article 27 – Non-Tenure Track Faculty

NTT LECTURER

- The Lecturer title will no longer be used for non-tenure track (“NTT”) faculty and will instead be used for employees formerly in the Part-Time Lecturer title. For NTT faculty, the NTT Lecturer title replaces the Lecturer title.
- All terms and requirements of the former Lecturer title remain in place under the new NTT Lecturer title notwithstanding the change in title.
- **Implementation: The template NTT Lecturer appointment letter has been updated to include this new change in title. The letter can be found at: <https://laborrelations.rutgers.edu/faculty/resources>. Additional information will be forthcoming if further action is required by the units to effectuate the change in PeopleSoft.**

PROMOTION OF FACULTY AT THE RANK OF INSTRUCTOR

- **Effective July 1, 2023**, NTT faculty at the rank of Instructor, with four consecutive years of full-time service in the Instructor rank, shall be considered for promotion to the next higher rank, if requested, in accordance with the procedures for promotion set forth in University Policies.
- **Implementation: OULR’s document entitled, Appointments, Reappointments and/or Promotions of Non-Tenure Track Faculty, has been updated to include this new change and can be found at: <https://laborrelations.rutgers.edu/faculty/resources>. Additionally, the NTT Short Forms (Libraries and Non-Libraries) have been updated to include this new language on page 1. The Short Form can be found at: <https://laborrelations.rutgers.edu/faculty/resources>. Additional information will be forthcoming if further action is required by the units.**

GRANT FUNDED NTT FACULTY – APPOINTMENT TERMS

- Appointments shall be for a term of one to five years.
- **Implementation: The template NTT appointment letter has been updated to reflect this new change in term and can be found at: <https://laborrelations.rutgers.edu/faculty/resources>.**

NON-GRANT FUNDED NTT FACULTY – APPOINTMENT TERMS

- Appointments shall be for a term of one to eight years and shall be at least equal to or greater than the immediately preceding term of appointment, unless mutually agreed upon by the chair and the faculty member.
- First appointments and subsequent reappointments shall follow the following terms:
 - The first appointment shall be for a term of one year or greater.
 - If reappointed, the second appointment shall be for a term of one year or greater.
 - If reappointed, the third appointment shall be for a term of three years or greater.
 - If reappointed, the fourth appointment shall be for a term of four years or greater.

- All appointments after the fourth appointment shall be for a term of at least five years and shall be presumptively renewable (as defined below) regardless of rank.
- The term “presumptively renewable” in Article 27, sections IV and V of the AAUP-AFT collective negotiations agreement means that the NTT faculty member holding such an appointment may be non-reappointed for good cause, including poor performance, or termination or material modification of the entire program, or a drastic decrease in student enrollment in the program or department that necessitates a downsizing of the entire program or department.
- **Implementation: The template NTT appointment letter and the template NTT reappointment letter have been updated to include these changes and can be found at: <https://laborrelations.rutgers.edu/faculty/resources>. Both template letters include instructions reflecting these changes and the NTT reappointment letter includes presumptively renewable language for NTT appointments. Additionally, the template non-reappointment letter for NTT faculty has been updated to include the new language relating to presumptively renewable NTT appointments and can be found at: <https://laborrelations.rutgers.edu/faculty/resources>. Additional information will be forthcoming if further action is required by the units to effectuate the change in PeopleSoft.**

APPOINTMENT TERMS UPON PROMOTION

- **Effective July 1, 2023**, upon promotion to the rank of Assistant Professor, Associate Professor, Professor or Distinguished Professor, NTT faculty will receive a term equal to or greater than the term held immediately prior to promotion but in no case shall such appointment upon promotion be for a term less than:
 - Three years upon promotion to the rank of Assistant Professor;
 - Four years upon promotion to the rank of Associate Professor and the appointment shall be presumptively renewable as that term is defined above;
 - Five years upon promotion to the rank of Professor and the appointment shall be presumptively renewable as that term is defined above; and
 - Five years upon promotion to the rank of Distinguished Professor and the appointment shall be presumptively renewable as that term is defined above.
- **Implementation: As stated above, the template NTT appointment letter and the template NTT reappointment letter have been updated to include these changes and can be found at: <https://laborrelations.rutgers.edu/faculty/resources>. Additional information will be forthcoming if further action is required by the units to effectuate the change in PeopleSoft.**

REAPPOINTMENT OF NTT FACULTY HIRED INTO THE RANK OF ASSOCIATE, PROFESSOR AND DISTINGUISHED PROFESSOR

- **Effective July 1, 2023**, NTT faculty members hired into the rank of Associate, Professor and Distinguished Professor, upon reappointment shall have a term consistent with the terms in the above section (Appointment Terms Upon Promotion) and their appointment shall be presumptively renewable.
- **Implementation: As stated above, the template NTT reappointment letter has been updated to include these changes and can be found at: <https://laborrelations.rutgers.edu/faculty/resources>. Additional information will be forthcoming if further action is required by the units to effectuate the change in PeopleSoft.**

CURRENT NTT FACULTY – EXTENSION OF APPOINTMENT TERMS

- **Effective July 1, 2023**, with the exception of NTT faculty members who have received a notice of non-reappointment as of April 12, 2023, faculty members holding an NTT appointment on July 1, 2023 shall have terms of appointment that are consistent with the above.
- **Effective July 1, 2023**, with the exception of NTT faculty members who have received a notice of non-reappointment as of April 12, 2023, NTT faculty holding the rank of Associate, Professor and Distinguished Professor on July 1, 2023 and whose current appointment resulted from promotion to those ranks shall have presumptively renewable appointments and shall have their terms extended consistent with the above.
- **Implementation: The appointment terms of NTT faculty meeting the above requirements may be extended by issuing an addendum letter which supplements the current appointment letter. The template NTT addendum letter can be found at: <https://laborrelations.rutgers.edu/faculty/resources>. Additional information will be forthcoming if further action is required by the units to effectuate the change in PeopleSoft.**

FREQUENCY OF EVALUATIONS

- NTTs holding a one-year appointment are no longer required to be evaluated during the term of their appointment.
- The minimum standards applying to the frequency of the evaluation of NTT faculty members now begin with NTT faculty holding two-year appointments.
- **Implementation: Schools, units and departments may share this information with their chairs, associate deans and administrators. School, unit and department websites and publications may be updated to include this change.**

PTLFC COLLECTIVE NEGOTIATIONS AGREEMENT – JULY 1, 2022 TO JUNE 30, 2026

1. NEW “LECTURER” TITLE

- The Lecturer title replaces the Part-Time Lecturer title. Lecturer 2 and Lecturer 3 titles replace the PTL 2 and PTL 3 titles, respectively.
- As discussed in the AAUP-AFT section above, the Lecturer title will no longer be used for NTT faculty and is replaced by the NTT Lecturer title.
- **Implementation: The template Lecturer appointment letter has been updated to include this new change and can be found at: <https://laborrelations.rutgers.edu/faculty/resources>. Additional information will be forthcoming if further action is required by the units to effectuate the change in PeopleSoft.**

2. Article 4 – Salary Provisions

- Information on the new per credit rates for Lecturers can be found at: <https://laborrelations.rutgers.edu/sites/default/files/document/Click%20here%20for%20details%20of%20the%20Tentative%20Agreement.pdf>
- The new salary minimums for Mason Gross studio Lecturers (Music) are:

Fall 2022	\$145/student/lesson
Fall 2023	\$150/student/lesson

Fall 2024	\$155/student/lesson
Fall 2025	\$160/student/lesson

- Lecturers whose base salary is above the new salary minimums above shall receive an across-the-board per credit increase as follows:
 - Fall 2022: 3.75%
 - Fall 2023: 10%
 - Fall 2024: 3.25%
 - Fall 2025: 3.5%
- The across-the-board increase shall only be given once per year, either in the Fall of the academic year if the Lecturer is appointed to teach in the Fall, or in the Spring of the academic year if the Lecturer is not appointed to teach in the Fall but is appointed to teach in the Spring.
- If a Lecturer’s salary rate is less than the appropriate minimum set forth above, the Lecturer’s salary will be increased to the greater of the minimum salary or the applicable across-the-board increase above.
- **Implementation: The University is currently working on implementation of salary increases retroactive to Fall 2022 for eligible Lecturers.**

3. Article 6 – Appointment

TWO-SEMESTER AND FOUR-SEMESTER APPOINTMENTS

- **Effective Fall 2024**, Lecturers who have taught at least 12 credits per academic year during the previous two consecutive academic years and had no performance-related issues shall receive an appointment for two semesters (Fall and Spring of the same academic year) for a minimum of 12 credits or at least as many credits as the unit member taught during the preceding academic year, whichever is greater.
- **Effective Fall 2024**, Lecturers who taught at least 6 credits per academic year in the same department/school in the previous 12 consecutive academic years shall receive an appointment for four semesters (Fall and Spring of two consecutive academic years) for at least six credits an academic year or at least as many credits as the unit members taught during the preceding academic year, whichever is greater.
- **Effective Fall 2024**, Lecturers who have advanced to levels 2-5 and have taught six or more credits per academic year in the same department/school in the previous two academic years shall receive an appointment for two semesters for six credits or at least as many credits as the Lecturer taught during the during the preceding academic year, whichever is greater.
- **Implementation: The template Lecturer appointment letter has been updated to include language reflecting these changes and can be found at: <https://laborrelations.rutgers.edu/faculty/resources>. Instructions are included in the letter which reflect these changes. Please note that course loads for FY 2024 shall continue to be based on academic need and course assignments shall not be reduced to disqualify Lecturers from qualifying for longer appointment terms or to reduce the number of courses a Lecturer is appointed to teach in accordance with Article 6.**

DATE FOR ISSUING APPOINTMENT LETTERS

- Lecturers must receive appointment letters by July 1st for the Fall semester and December 1st for the Spring semester.
- Appointment letters may be issued after July 1st or December 1st due to unexpected enrollment, an unforeseen vacancy, a unit member declining an appointment or academic needs of the department, program or unit.
- **Implementation: As stated above, the template Lecturer appointment letter has been updated, including instructions providing these pertinent dates, and can be found at: <https://laborrelations.rutgers.edu/faculty/resources>.**

NOTIFICATION OF FULL-TIME NTT VACANCIES

- Lecturers must be notified of full-time NTT vacancies that become available during the term of their appointment in the department in which they hold unit member appointments.
- Lecturers who apply for the vacant position, satisfy all qualifications of the position and have taught as a unit member for at least 10 semesters shall be interviewed.
- **Implementation: Schools, units and departments may share this information with their chairs, associate deans and administrators. Notification of such vacancies may be accomplished by emailing the information to Lecturers or an alternate means notifying Lecturers of such vacancies.**

NOTICE OF NON-REAPPOINTMENT

- **Effective Fall 2024**, Lecturers with appointments of at least two semesters must be given notice of non-reappointment at least 60 days prior to the expiration of the semester.
- Reappointment shall be based upon the continuing need for the position, availability of funding and a positive formal evaluation.
- **Implementation: A new template Lecturer non-appointment letter can be found at: <https://laborrelations.rutgers.edu/faculty/resources>.**

4. Article 7 – Department Provisions

SPACE TO PERFORM DUTIES

- Departments shall identify space for Lecturers to have confidential discussions with their students.
- Departments shall make good faith efforts to identify space for Lecturers to prepare for courses and engage in other activities pertaining to their duties at Rutgers.
- **Implementation: Schools, units and departments may work with their chairs, associate deans and administrators to implement these changes.**

STORAGE

- Where possible, departments shall provide Lecturers with access to secure storage for storing student exams, grades, and other materials related to the performance of their duties or advise Lecturers of the locations of such resources at the University.
- **Implementation: Schools, units and departments may work with their chairs, associate deans and administrators to implement these changes.**

5. Article 9 – Advancement

ELIGIBILITY FOR ADVANCEMENT

- Lecturers are eligible for advancement based upon their teaching service and the number of semesters or credits they have taught at the University.
- Semesters or credits taught by the Lecturer as a WSI unit member (summer session appointments only) or fulltime faculty member also count towards the credit and semester thresholds.

Advancement Levels:

- Eligibility for advancement to Lecturer 2: Completion of 10 or more semesters or at least 54 credits, whichever comes sooner.
- Eligibility for advancement to Lecturer 3: Completion of 20 or more semesters or 108 credits of eligible service, whichever comes sooner, or after the Lecturer has completed at least 10 semesters as a Lecturer 2.
- **Effective Fall 2023**, eligibility for advancement to Lecturer 4: Completion of 30 or more semesters or 180 credits of eligible service, whichever comes sooner, or after the Lecturer has completed at least 10 semesters as a Lecturer 3.
- **Effective Fall 2023**, eligibility for advancement to Lecturer 5: Completion of 40 or more semesters or 252 credits of eligible service, whichever comes sooner, or after the Lecturer has completed at least 10 semesters as a Lecturer 4.
- **Implementation: Appendix D-1 has been updated to reflect these new changes and can be found at <https://laborrelations.rutgers.edu/faculty/resources>.**

ADVANCEMENT PROCESS

- The Lecturer must have an appointment as a Lecturer for the semester in which they wish to be reviewed for advancement.
- The Lecturer shall submit written notification on Appendix D-1 to their Chair no later than October 1st for review in the Fall and March 1st for review in the Spring. This written notification shall include the following:
 - A list of all courses previously and currently taught by the Lecturer;
 - A teaching portfolio including a reflective narrative of the Lecturer's teaching;
 - The four most recent syllabi utilized by the Lecturer;
 - The two most recent exams, formal assignments or tests.
- The Chair/designee will schedule and conduct a class observation for one of the courses being taught by the Lecturer that semester.
 - The Lecturer's personnel file will be part of the departmental review.
 - After reviewing all materials, the Chair will make a written recommendation to the Dean. The Dean shall make a final decision and provide the Lecturer with written notification of the decision no earlier than 10 days before the end of the semester and no later than 20 days after the close of the semester.
- If the Lecturer has completed the requisite number of semesters or credits required for advancement to a particular level, they do not have to first seek advancement to an earlier level.

- Upon successful review for advancement, Lecturers shall be advanced in the semester following the semester in which the review occurred.
- The level designation shall apply to all courses the Lecturer is subsequently appointed to teach.
- **Implementation: As stated above, Appendix D-1 has been updated to reflect these new changes and can be found at: <https://laborrelations.rutgers.edu/faculty/resources>. Additional information will be forthcoming regarding new job class codes.**

INCREASES UPON ADVANCEMENT

- Upon appointment to Lecturer 2, the Lecturer shall receive a one-time permanent salary increase in the amount of 10% of the Lecturer's base salary that they received during the semester in which the review occurred for movement to the new level.
- Lecturers shall receive another 10% increase to the Lecturer's base salary that they received during the semester in which the review occurred for each subsequent level of advancement.
- If a Lecturer is teaching a course for the first time in the semester in which the Lecturer is advanced, their initial salary for that course shall be set above the then applicable salary minimum as follows:
 - Level 2: 10% above the minimum
 - Level 3: 20% above the minimum
 - Level 4: 30% above the minimum
 - Level 5: 40% above the minimum
- **Implementation: OULR will continue to process increases for Lecturers upon advancement after the department has submitted a reappointment to the new job code with the advancement increase.**

6. Article 12 – Evaluations

- Lecturers shall undergo a holistic evaluation once during each academic year (either Fall or Spring semester).
- The SIRS results for each Lecturer shall be reviewed and signed off by the Dean, Chair or designee; a copy of the signed results shall be placed in the Lecturer's personnel file and a copy shall be forwarded to the Lecturer. The Lecturer may add comments to each SIRS document added to their personnel file.
- An evaluation form (Appendix C) shall be completed each academic year. The form shall include the following components:
 - The option for Lecturers to provide a written self-evaluation of progress, accomplishments and challenges, as well as a response to selected SIRS feedback from the current or a prior appointment period;
 - The option for the Lecturer to request a meeting with the Dean, Chair or designee before the evaluation is finalized;
 - Documentation of a peer observation conducted by a full-time faculty member designated by the Chair;
 - The option for the Lecturer to add comments and sign the form.
- Departments who have additional evaluation procedures must notify the Lecturer of these additional evaluation procedures within two weeks prior to the start of the semester but no later than the first day of classes.

- **Implementation:** Appendix C, the Lecturer evaluation form, has been updated to reflect these new changes and can be found at: <https://laborrelations.rutgers.edu/faculty/resources>.

POST-DOCTORAL ASSOCIATES AND POST-DOCTORAL FELLOWS (“POSTDOCS”) COLLECTIVE NEGOTIATIONS AGREEMENT – JULY 1, 2022 TO JUNE 30, 2026

1. Article VI – Appointment and Reappointment

- An initial appointment shall normally be for two years, provided there is sufficient funding for the entire two-year appointment.
- If there is insufficient funding for a two-year appointment, the initial appointment shall normally be for one year.
- **Implementation:** The template postdoc appointment letter has been updated to include instructions specifying these appointment terms and can be found at: <https://laborrelations.rutgers.edu/faculty/resources>.
- In filling vacant full-time non-tenure track (NTT) faculty research title series positions, schools, units and departments shall interview qualified postdocs who apply for the vacant position, satisfy all qualifications of the position and served as a postdoc for a minimum of four years.
- **Implementation:** Schools, units and departments may work with their chairs, associate deans and administrators involved in the hiring of NTT research faculty to implement these changes.

2. Article VII – Salaries

- Effective July 1, 2022, the minimum salary for postdocs shall be \$52,500 for a calendar year appointment. All postdocs employed in a position covered by the agreement as of June 30, 2022, whose salary exceeds the minimum shall receive a 5.0% salary increase or an increase provided by the funding source, whichever is greater. All postdocs employed in a position covered by the agreement as of June 30, 2022 whose salaries are below the minimum salary shall receive the greater of the minimum salary, a salary increase of 5.0%, or an increase provided by the funding source.
- Effective July 1, 2023, the minimum salary for postdocs shall be \$56,963 for a calendar year appointment. All postdocs employed in a position covered by the agreement as of June 30, 2023, whose salary exceeds the minimum shall receive an 8.5% salary increase or an increase provided by the funding source, whichever is greater. All postdocs employed in a position covered by the agreement as of June 30, 2023 whose salaries are below the minimum salary shall receive the greater of the minimum salary, a salary increase of 8.5%, or an increase provided by the funding source.
- Effective July 1, 2024, the minimum salary for postdocs shall be \$61,805 for a calendar year appointment. All postdocs employed in a position covered by the agreement as of June 30, 2024, whose salary exceeds the minimum shall receive a 8.5% salary increase or an increase provided by the funding source, whichever is greater. All postdocs employed in a position covered by the agreement as of June 30, 2024 whose salaries are below the minimum salary shall receive the greater of the minimum salary, a salary increase of 8.5%, or an increase provided by the funding source.
- Effective July 1, 2025, the minimum salary for postdocs shall be \$63,968 for a calendar year appointment. All postdocs employed in a position covered by the agreement as of June 30, 2025, whose salary exceeds the minimum shall receive a 3.5% salary increase or an increase provided by the funding source, whichever is greater. All postdocs employed in a position covered by the

agreement as of June 30, 2025 whose salaries are below the minimum salary shall receive the greater of the minimum salary, a salary increase of 3.5%, or an increase provided by the funding source.

- **Implementation: The University is currently working on implementation of salary increases retroactive to July 1, 2022 for eligible postdocs.**

3. Article IX – Paid Time Away from Work

- Full time members of the unit with twelve-month appointments/reappointments shall be entitled to 22 days paid time off on an annualized basis.
- All bereavement leave must be utilized within one hundred twenty (120) calendar days from the date of death, but requests for an extension to utilize bereavement leave due to a public health emergency that delays funeral or memorial observance, or for religious, cultural or travel reasons shall not be unreasonably denied. The principal investigator or supervisor may require verification.
- Postdocs must use all paid time off concurrently with any unpaid statutory leave.
- **Schools, units and departments may share this information with principal investigators and others supervising postdocs.**
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WINTER AND SUMMER INSTRUCTORS COLLECTIVE NEGOTIATIONS AGREEMENT – SEPTEMBER 1, 2022 TO AUGUST 31, 2026

Article VIII – Salary Provisions

- Effective Winter 2023, the minimum per credit rate for Instructors teaching during the Winter and Summer Sessions shall be \$2,510 for 2023, \$2,596 for 2024, \$2,685 for 2025, and \$2,777 for 2026.
- Effective the Winter 2023, the formula for Instructors employed as full-time faculty on the respective campuses shall be 3.0% of AY salary per credit.
- The “caps” on maximum salaries on all campuses shall be removed.
- If the formula calculation is lower than the minimum above, then the minimum base salary shall apply.
- A Winter/Summer Instructor may be paid below her/his base salary rate, due to special circumstances which shall mean that a determination is made by the Winter/Summer Session office that the course will not be offered due to insufficient paid enrollment. In such special circumstances, the Winter/Summer Instructor may be paid a lower salary (no lower than 70% of the applicable base salary rate).
- **Implementation: The University is currently working on implementation of salary increases retroactive to Winter 2023 for eligible instructors.**